



# The Monthly Update

[www.navsup.navy.mil](http://www.navsup.navy.mil)

Ready, Resourceful, Responsive!

November 2003

## Calendar...

### October

28-30 Board of Directors Meeting, Coronado, Calif.  
28 Oct - 1 Nov RDML SC Reserve Board

### November

13-14 NAVICP Annual Suppliers Conference, Loews Philadelphia Hotel, 12th and Market Streets, Center City Philadelphia  
17-18 NAVSUP Corporate Board, Carlisle, Pa.  
20 Fleet Flag Conference, Ft. Belvoir, Va.  
21 Supply Corps Active and Reserve Flag Conference, Ft. Belvoir, Va.  
21 All Calls, WANSCA, Ft. Belvoir, Va.

### December

9-11 RDML SC Active Board

### February

21 WANSCA Supply Corps Birthday Ball, Hamilton Crowne Plaza, Wash., D.C.

As with all calendar items, you should verify dates and times closer to the event.

## Combined Federal Campaign

Now is CFC Open Season. Consider helping a charity of your choice via CFC through easy payroll deduction. See your keyworker for more information.



Combined Federal Campaign

## In the news...

### Naval Operational Logistics Support Center (NOLSC) formally established

On October 1, 2003, RADM Justin D. McCarthy, SC, USN, formally established the Naval Operational Logistics Support Center (NOLSC) under the command of Captain Jerrold L. Twigg, SC, USN. Headquartered in Norfolk, Virginia, NOLSC is a Naval Supply Systems Command activity with its primary function defined as serving as the focal point for enhancing operational commanders' material readiness by providing innovative solutions to logistical challenges, and to serve as NAVSUP's supply chain manager and service provider for transportation, petroleum, and ordnance logistics services for the Navy, Marine Corps, Joint, and Coalition Forces.

NOLSC combines the functions of Naval Petroleum Office (NAVPETOFF), Naval Transportation Support Center (NAVTRANS), and Naval Ammunitions Logistics Center (NALC) to provide a comprehensive operational logistics support command. The consolidation of these activities controls costs, reduces infrastructure, streamlines processes, and improves inventory management—all to support CNO's recapitalization of the Navy effort.

The boundless talent found at NOLSC will take on Admiral McCarthy's challenge to maintain the high level of collective expertise in ammunition, petroleum, and transportation while becoming NAVSUP's operational and joint face to the fleet and to the Unified Commanders. The synergies created by the integration of the three centers of excellence will

allow exploration of new opportunities and innovations providing support to naval operating forces.

NOLSC is committing the centers of excellence to continue providing operating naval forces with the professional expertise they have come to expect. CDR Bill Wellman and his team of experts ensure professional petroleum support. CAPT Tom Wiechelt, who directs the ordnance center of excellence, leads the Navy's premier ordnance managers. CAPT Lee Henwood directs the Navy's best and brightest



Cutting the cake during the NOLSC Standup Ceremony are, from left, RADM James Allan, Vice Commander, NAVSUP, COL William Lucenta, Executive Officer of NOLSC, CAPT Jerrold Twigg, Commanding Officer of NOLSC, Fran Dwyer, Executive Director of NOLSC, and RADM J. D. McCarthy, Commander, Naval Supply Systems Command.

in transportation solutions in Norfolk.

"NOLSC's mission is vital to NAVSUP's ability to align the command with both the Fleet Forces Command and the Joint Forces Command to better support our forward-deployed operating forces," Rear Admiral McCarthy said. "As we stand up the Naval Operational Logistics Support Center, we are confident that we have the right team, in the right place, at the right time."

## Around NAVSUP...

### NAVSUP Announces Revised Corporate Management Development Program (CMDP)

The Naval Supply Systems Command (NAVSUP) has revised its Corporate Management Development Program (CMDP) for fiscal year 2004. The primary purpose of the 18-month CMDP is to develop leaders who will enable NAVSUP to operate as a high performing organization that delivers combat capability through logistics.

The revised program remains a two-track (CMDP I and CMDP II) management development program. However, requirements for each track have been modified.

The CMDP II applications will be accepted through November 14, 2003. CMDP II is an 18-month-long program open to NAVSUP claimancy employees in grades GS-13 and 14. CMDP II members remain in their current positions and participate in wide-ranging, career-broadening work experiences and training opportunities. This track is designed to develop senior-level employees into more effective leaders.

The program's developmental requirements center around successful completion of the United States Department of Agriculture's Executive Potential Program (EPP). The major components of the EPP include: an orientation session; training concentrated on benchmarking and the Office of Personnel Management's Executive Core Qualifications; two developmental opportunities; a Leadership Effectiveness Inventory; a Leadership Team Project; a shadowing assignment; senior executive interviews; and graduation week activities.

The EPP requirements will be modified to incorporate one 60-day and one 120-day developmental opportunity for CMDP II, versus the two 60-day opportunities normally required for EPP. In addition to EPP, CMDP members will be required to attend the National Security Decision-Making Seminar and the Advanced Management Program.

Selectees for FY 04 will be announced in early-February 2004. The program begins March 14, 2004.

The NAVSUP Civilian Executive Advisory Board, composed of NAVSUP Senior Executive Service members, provides oversight for this program. Questions about the CMDP may be referred to Ms. Pat Guest at (717) 605-1861, DSN 430-1861. Copies of the program announcement and the application package are available on the NAVSUP Web site at [http://www.navsupsup.navy.mil/npi/our\\_team/cwpo/learn/cmdp.jsp](http://www.navsupsup.navy.mil/npi/our_team/cwpo/learn/cmdp.jsp).

### Revised NAVSUP Strategic Plan

The newly revised NAVSUP Strategic Plan is available in full on the NAVSUP website: [www.navsupsup.navy.mil](http://www.navsupsup.navy.mil). Click on "products & services," then click "strategic documents."

### On Transformation...

"Much has been accomplished since we began this journey: Transformations in our financial, IT, contracting, and inventory management practices; standup of COMFISCS and NOLSC; the transfer of FOSSAC functions to NAVICP and COMFISCS; the standup of our ACOS structure. Getting us to this point has been the result of the hard work and dedication of a wide range of our NAVSUP team, a challenge made all the more significant by our having to support combat operations in Iraq as well as contend with several severe weather challenges. You have all done a magnificent job, and it is through your efforts that we have been able to come as far as we have. You should all take great pride in that fact."

—RADM Justin D. McCarthy

### Short Takes...

**NAVICP-Phila.** Volunteers—both military and civilian—participated in the 10th annual Philadelphia Veterans Stand Down on September 5, a three-day event for homeless veterans. Homeless vets are treated to clean clothes, medical treatment, job counseling, a haircut, psychological treatment, and more.

### New SECNAV sworn in

The Honorable Gordon R. England was sworn in October 1, 2003, as the 73rd Secretary of the Navy. Secretary England is only the second person in history to serve twice as the leader of the Navy Marine Corps Team and the first to serve in back-to-back terms.

England had served as the 72nd Secretary from May 2001 until January 2003, before President George W. Bush picked him to serve as the first Deputy Secretary at the newly created Department of Homeland Security.



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*The Monthly Update*  
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<http://www.navsupsup.navy.mil>

## Change Management...

As you all know, we have been engaged in the process of Transformation at NAVSUP. We have made tremendous progress and I thank you all for your hard work and support of this effort. As we complete the installation of our transformed organizational structure, we are now in a better position to serve our customers and accomplish our mission.

With the major organizational changes associated with our Transformation efforts complete, we still have a lot of work to do in our continuing quest to drive down our costs and fully realize the intended benefits we envisioned when we embarked on our transformation journey. As such, we need to be sure we've put the necessary tools in the hands of our leadership to enable them to operate in a very fast changing world that will continue to challenge us—as people and as an organization—to continually look for new and better ways to accomplish our mission. In today's environment, managing change will be a continual challenge and we must get better at managing it and adapting to it to ensure our long-term success.

With this in mind, our Corporate Board saw the management of change as a strategic issue for the enterprise and as a result, has decided to charter a Change Management Team (CMT) focused on developing our leadership capabilities in this area. The CMT at NAVSUP will be staffed with resources distributed across our enterprise.

The mission of this team is to accomplish the following:

- \* Increase the realization of business benefits from major change initiatives;
- \* Strengthen capability to execute change initiatives successfully; and
- \* Increase change capacity and agility of our people

Mark Deebel has been selected

as the leader of the Change Management Team. He reports directly to the NAVSUP Chief of Staff. In addition to Mark, Tim Pentaleri, COMFISCS; Lynne Krause, NAVICP; Rich Franklin, NOLSC; and Elaine Witmer, NAVSISA, have been appointed by their commands as members of the core team. Team members are staff to the Executive Directors of their respective organizations. This team will be supported initially by ODR, a change management consulting firm we have contracted with to support this initiative. I have asked Ruth Sanders, Chief Information Officer, to take on the responsibility of CMT executive sponsor on behalf of the Corporate Board.

This initiative will help all of us, at every level within NAVSUP, to be more successful with managing change now and in the future. Over the course of the next year the team will involve many of you in assessments, action planning, project execution, coaching, and training activities and will work with the Corporate Board to help us become a more agile enterprise.

I ask for your active support of this initiative and for your participation in the process and activities that will result.

J. D. McCARTHY  
Rear Admiral, SC, USN

## On the e-List?

You can receive NAVSUP News Releases and Flashes From the Chief by signing up for the NAVSUP e-mail distribution list. Go to the NAVSUP website [www.navsup.navy.mil](http://www.navsup.navy.mil); then click on the envelope that says, "Subscribe for e-mail news delivery."

You'll be directed to the Naval Logistics Library where you will provide your name, phone number and e-mail address. You can unsubscribe at this site, as well.

## CNO's Top Five List...

"I use a management tool that I refer to as my 'Top Five.' It is a methodology—a priority list—intended to help our Naval establishment focus as an organization on the issues most critical to our sustained success. I invite you—no, I encourage you to examine these priorities in detail. Digest them, contemplate them and discuss them with your Shipmates." —Admiral Vern Clark

1. Manpower
2. Current Readiness
3. Future Readiness
4. Quality of Service
5. Alignment

Read more at <http://www.chinfo.navy.mil/navpalib/cno/cno-top5.html>.

## Mail Early

NAVSUP's Postal Policy Division, in cooperation with the U. S. Postal Service and military postal officials from all of the services, notes that it's not too early to mail your Christmas cards, letters, and packages to and from military addresses overseas. In fact, everyone is encouraged to beat the last minute rush and bring holiday mail and packages to the nearest U.S. Post Office or APO/FPO military post office by the suggested dates listed below.

For military mail addressed to APO and FPO addresses, the mailing dates are:

- Parcel post—Nov. 13
- Space available—Nov. 28
- Parcel airlift—Dec. 4
- Priority mail, first class cards and letters—Dec. 11

For military mail from APO and FPO addresses, the mailing dates are:

- Space available—Nov. 20
- Parcel airlift—Dec. 4
- Priority mail, first class cards and letters —Dec. 11



## In the Spotlight...

### FISC Pearl's Most Cheerful Fellow

by Jim Murray, FISC Pearl Harbor Public Affairs

Ask FISC Pearl Harbor employees to name the most cheerful fellow in the workplace and nine out of ten will tell you it is Roffe Lind, a mail clerk at FISC's Mail Center. And they would probably be right. Despite this, there was a time when Roffe's days were as bleak as the harsh mountain passes of his Swedish homeland.

When Roffe, who was born in Stockholm, was four, an infection claimed the hearing in his left ear. That was not an overwhelming problem because the hearing in his right ear was fine. It remained fine for 12 more years, but, unaccountably, it began to fade rapidly when he was 16.

Within one month, he went from perfect hearing in his right ear to total hearing loss. He could no longer remain in high school, and he was pulled out, away from lifelong friends.

"That was the worst thing in the world for me," said Roffe. "It took me three years to get over the depression."

But get over it he did, graduating from a school for the hearing impaired and securing a job as a pressman. With some money in his pocket and a renewed zest for life, Roffe set out to see the world. Like his Viking forefathers, Roffe loved to travel to foreign lands, and, fortunately, his arrival in a foreign country was greeted somewhat more enthusiastically than the Vikings' arrivals had been.

Before long, Roffe knew Europe like an Onassis, traveling its length and breadth, but finding his greatest pleasures in the Greek isles, where he spent idyllic days on sun-kissed islands. He even traveled throughout Africa; and it was in a Morocco bazaar that a camel trader tried to trade six camels for Roffe (although everyone knows that Roffe is clearly worth at least seven camels).

As the years passed, Roffe continued his travels, regularly visiting exotic locales that the rest of us only get to read about in *Travel & Leisure Magazine*. At age 28, he found himself across the globe in Hawaii, where he met a Japanese woman whom he eventually married.

Since coming to Hawaii, Roffe has become active in local gateball circles and is known as gateball's Bjorn Borg. Although it is little-known in America, gateball is popular in the Orient, and a few years ago, Roffe and a handful of his teammates were given an all-expense paid tour of China and Japan. In gateball's off-season, Roffe also completed the Tinman Triathlon.

Although Roffe loves Hawaii, he dreams of returning to his homeland.

"Hawaii is too hot," says Roffe, who still favors Sweden's weather. And on those rare winter days in Hawaii when the temperature plunges to 60-degrees and Hawaii residents are not certain that they will survive the day, Roffe is usually found in a thin t-shirt, planning a picnic.

Roffe began work at FISC Pearl about 15 years ago, and thanks to his efforts and those of his co-workers, the fleet and shore commands have never had better mail service. With his cheerful demeanor and unparalleled work ethic, Roffe has been a mainstay of the Mail Center's success . . . and without a doubt, he's a far greater asset to FISC than those six camels would have been!



### Reserve Duty Takes NAVSUP Co-workers to the Middle East

Frank Piacine of NAVSUP HQ Inventory Strategy/Performance Division is currently serving in the Reserves in Iraq. He recently sent an email to Mechanicsburg following receipt of a package sent from his co-workers. "It is, for us, a brief flash of home as we think of the people who are responsible for such kindness, as we experience the joys of home in a box," he writes.

Jennifer Bell of NAVSUP HQ Contracting is currently serving in Kuwait as a 1st Lieutenant in the Army Reserves. She writes that she "had a once-in-a-lifetime opportunity" to work with the Marine Contingency Contracting Office. It was "quite rewarding getting the Marines what they needed to complete their missions."

If you know of any other NAVSUP employees called for duty in the Reserves, please contact Debbie Dortch at [debra.dortch@navy.mil](mailto:debra.dortch@navy.mil).

### Semmler selected as LSC Program Manager

CDR Mark E. Semmler has been selected as the program manager for Logistic Support Centers and Material Processing Centers under Commander, Fleet and Industrial Supply Centers. Program



*Semmler*

management of the LSCs was transferred from the Naval Supply Systems Command Deputy for Fleet Logistics Operations (NAVSUP 04) to Fleet and Industrial Supply Center San Diego as part of NAVSUP's Transformation initiative. FISC San Diego has been designated under the NAVSUP Transformation as the lead FISC responsible for driving common policies and practices across all supply centers.

## Ordnance Experts Face the Fleet

Eighteen Naval Ammunition Logistics Center (NALC) employees, led by LCDR James Watts, NALC's Fleet Support Officer, and Mrs. Kathy Kramer, NALC's Tomahawk Inventory Manager, faced the fleet September 24-25 by visiting three Norfolk-based ships and one submarine. Trips like this improve daily communications with the ship's personnel and improve the civilians' understanding of the shipboard environment and how important their support is to the warfighter.

The group from NALC (now part of NOLSC) included Ordnance Inventory Managers, Program Managers, Ammunition Transaction Reporting (ATR) Techs, Transportation Specialists and Cataloguers.

The ships visited included the newest aircraft carrier to hit the fleet, USS *Ronald Reagan* (CVN 76), commissioned 12 July 2003 in Norfolk. Also visited were USS

*Seattle* (AOE 3), USS *Laboon* (DDG 58), and submarine USS *Montpelier* (SSN 765). Except for the *Reagan*, NALC had recently supported these units during Operation *Iraqi Freedom* (OIF). LCDR Watts presented a NALC coin to the Commanding Officer of each ship on behalf of Captain Matt Culbertson, Commanding Officer of NALC.

The trip was highlighted by a luncheon hosted aboard USS *Ronald Reagan* in her Wardroom for all attendees with the opportunity to shop in *Regan's* ship's store. "In planning the ship visit, we tried to get a good mix of platforms that are supported by Ordnance experts. The NALC Team got to see everything from the Combat Information Center (CIC), torpedo rooms, ammunition magazines, cruise missiles, ship's bridge, flight decks, officer, and enlisted berthing to the crew mess decks," said LCDR Watts.



*Ordnance Experts who faced the fleet include, from left to right, Kathy Kramer, Terri Bullers, Doreen Klingler, Richard Juarbe, Amanda Weiser, Joe Dzikoski, Brenda Gilbert, Don Espenshade, Henry Rebinski, Ron Kripas, Jen Houde, LCDR James Watts, Maynard Burkett, Phyllice Taylor, Sandy Staub, Heather Miller, Deb Noles, and T. Yost.*

## Hurricane Isabel Report...

Rain from Hurricane Isabel flooded the Household Goods Vehicle Processing center in Baltimore. Two hundred twenty-three inbound and 96 outbound Privately Owned Vehicles were in the yard. Military Traffic Management Command (MTMC) reports 66 vehicles with extensive damage, 108 damaged but salvageable, 16 vehicles require cleaning and 120 with no visible damage. MTMC has responsibility for notifying the Service members. NAVSUP is working with MTMC and rendering claims processing assistance to Service Members.

For FISC Norfolk most of the damage was done at the Craney Island Fuel Depot and Cheatham Annex. At Craney Island power was lost, roads were washed out, and trees were downed. At Cheatham Annex trees were downed and roofing on a couple of buildings was ripped off.

**TSP Open Season:  
Now through  
December 31**

## Older TSP Participants Get Chance to "Catch Up"

Personnel enrolled in the Thrift Savings Plan (TSP) who reach the age of 50 or older during this calendar year can make up to \$2,000 in "catch-up" contributions to their accounts.

These catch-up contributions are supplemental tax-deferred contributions and are made in addition to regular contributions. Eligible participants must be currently contributing the maximum amount allowable into the funds.

Because these contributions are supplemental, they do not count against either the regular TSP contribution (percentage) limits or the IRS elective deferral limit. However, the combination of regular and catch-up TSP contributions cannot exceed the total elective deferral limit.